



At the Heart of Communications and Communities SM

Invitation to Self-Identify

Military (please check only ONE box)

BETAH Associates, Inc., is a Government contractor subject to Title 38 of the U.S. Code, Section 4212, which revises the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended. Section 4212 requires covered contractors and subcontractors to take affirmative steps to employ qualified Vietnam-era, special disabled, recently separated, and other protected veterans. This obligation covers the full range of employment and personnel practices, such as recruitment, hiring, rate of pay, upgrading, and selection for training. If you are a veteran covered by this program and would like to be recognized as such, please tell us. This information is voluntary, and refusal to provide it will not subject you to discrimination, discharge, or disciplinary treatment. Information obtained concerning individuals shall be kept confidential, except for legal, job placement, or safety reasons.

☐ **Special Disabled Veteran**

A veteran who served on active duty in the U.S. military, ground, naval, or air service and (1) who was discharged or released from active duty because of a service-connected disability, or (2) who is entitled to compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) for certain disabilities under laws administered by the Department of Veterans Affairs (i.e., disabilities rated at 30 percent or more, or at 10 or 20 percent if the veteran has been determined to have a serious employment handicap).

☐ **Veteran of the Vietnam Era**

A veteran of the U.S. military, ground, naval, or air service, any part of whose service was during the period August 5, 1964, through May 7, 1975, who (1) served on active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge, or (2) was discharged or released from active duty because of a service-connected disability. Vietnam Era Veteran also includes any veteran of the U.S. military, ground, naval, or air service who served in the Republic of Vietnam between February 28, 1961, and May 7, 1975.

☐ **Other Protected Veteran**

Any veteran who served on active duty in the U.S. military, ground, naval, or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, other than a special disabled veteran, veteran of the Vietnam era, or recently separated veteran.

☐ **Recently Separated Veteran**

Any veteran who served on active duty in the U.S. military, ground, naval, or air service during the 1-year period beginning on the date of such veteran's discharge or release from active duty.

☐ **Not a Veteran**

An individual who does not qualify as a veteran under the above definitions or declines to self-identify.

Signature _____

Date _____

Part I – Handicap or Disability Status

BETAH Associates, Inc., is a Government contractor subject to Section 503 of the Rehabilitation Act of 1973, which requires Government contractors to take affirmative action to employ and advance in employment qualified handicapped individuals. If you have such a handicap and would like to be considered under the Affirmative Action Program, please tell us. Submission of this information is voluntary, and refusal to provide it will not subject you to discrimination, discharge, or disciplinary treatment. Information obtained concerning individuals shall be kept confidential, except for legal, job placement, or safety reasons.

Signature _____

Part II – Affirmative Action Program

BETAH Associates, Inc., is a Government contractor, has an Affirmative Action Program, and will make available such elements of this program as will enable employees to know and avail themselves of its benefits. The company's Equal Employment Opportunity and Affirmative Action policy is stated below:

It is the policy and commitment of BETAH Associates, Inc., and any of its subsidiaries to promote Equal Employment Opportunity (EEO) and Affirmative Action (AA) through adherence to Executive Order 11246, the Vietnam Era Veterans Readjustment Act of 1974, the Rehabilitation Act of 1973, and all other equal employment opportunity laws and regulations at Federal, state, and local levels to which the company is subject.

Through responsible managers, supervisors, and programs, BETAH Associates, Inc., and its subsidiaries will recruit, hire, employ, manage, train, transfer, promote, compensate, reward, provide benefits, and administer all other work and personnel programs based on an individual's job-related abilities and without regard to race, color, religion, gender, national origin, age, disability, or status as a disabled veteran or a veteran of the Vietnam Era, except where age and gender are clear and supportable occupational requirements, or where disability is a clear and supportable occupational disqualification.

Harassment and discrimination based on an individual's race, color, religion, gender, national origin, age, disability, or status as a disabled veteran or a veteran of the Vietnam Era is illegal and will not be tolerated by the company.

Further affirmative action will be taken to ensure that qualified minority group individuals, women, veterans of the Vietnam Era, disabled veterans, and other disabled persons are introduced into the workforce and considered for appropriate promotional opportunities as they arise. Records of EEO and AA efforts, plans, and programs, developed in accordance with Government regulations and applicable company policies and procedures, are provided in the company's Affirmative Action Plan.

The information requested below is for statistical purposes, will be treated as confidential, and will not be used in any way in the selection process. It will be used only in administering our Affirmative Action Program and for periodic reporting as required by Federal and State governments. Please note that the information is requested on a no-name basis and will be maintained separately from your application. We appreciate your cooperation.

Social Security Number

Date of Birth (mo/day/yr)

Gender: Male ☐ Female ☐

Race/Ethnic group (please check ONE):

Native American ☐ Asian ☐ African American ☐ Caucasian ☐ Latino ☐